



## CITY OF LODI

## COUNCIL COMMUNICATION

**AGENDA TITLE:** Approve Mid-Management, Management, and Confidential Employees Compensation Adjustments as Per Council Direction

**MEETING DATE:** November 17<sup>th</sup>, 1999

**SUBMITTED BY:** City Manager

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**RECOMMENDED ACTION:** That the City Council approve Resolution No. 99-187 adjusting compensations for Mid-Management, Management, and Confidential employees.

**BACKGROUND INFORMATION:** The City Council, during the November 3, 1999 Closed Session, unanimously directed staff to proceed with implementation of compensation adjustments for Mid-Management, Management, and Confidential employees. The compensation and recommended implementation schedule are therefore presented as follows:

Mid-Management Employees

1. 6% overall average equity adjustment effective the first full pay period of November, 1999 (Refer to Exhibit A for adjusted salary ranges)
2. 2% Cost of Living Adjustment (COLA) effective the first full pay period in July 2000
3. 2.5% COLA effective the first full pay period in July 2001, 2002, and 2003
4. 2% Deferred Compensation match effective November, 1999

Management Employees

1. 3% COLA effective the first full pay period in January 2000, 2001, 2002, 2003, 2004
2. 2% Deferred Compensation match effective January 2000

Confidential Employees

1. 3% Deferred Compensation match effective January 2000

The aforementioned COLA's do not include the Librarian (set by Library Board), Council appointees (set by Council), or Police Mid-Management employees (scheduled to receive a 3 ½% COLA).

The salary adjustments for Mid-Management are based on an external labor market salary survey conducted by Bryce Consulting. The study included identifying a labor market, benchmarking job classes to the survey, collecting and analyzing data, and developing a salary plan for all classes in the mid-management group. The salary plan uses market data and internal relationships to ensure parity to the labor market and internal equity within the organization.

APPROVED: \_\_\_\_\_

*Janet Ketterer*  
H. Dixon Flynn, City Manager



## CITY OF LODI

## COUNCIL COMMUNICATION

In addition to the recommended adjustments, Council directed staff to research a 2% at 55 Retirement Program for all miscellaneous employees. Staff will work with CalPERS to obtain the necessary data and will provide the details to Council as it becomes available to staff.

**FUNDING:** Current operating budget.

Respectfully submitted,

  
H. Dixon Flynn, City Manager

APPROVED: \_\_\_\_\_  
H. Dixon Flynn -- City Manager

EXHIBIT A

Classification	Proposed Salary Range w/cola				
	A	B	C	D	E
Deputy City Attorney II	4,960	5,208	5,469	5,742	6,029
proposed range	4,863	5,106	5,361	5,630	5,911
current range	4,269	4,482	4,706	4,941	5,188
Deputy City Attorney I	4,134	4,340	4,557	4,785	5,025
proposed range	4,053	4,255	4,468	4,691	4,926
current range	3,512	3,688	3,872	4,066	4,269
Information Systems Manager	4,682	4,917	5,162	5,421	5,692
proposed range	4,591	4,820	5,061	5,314	5,580
current range	4,740	4,977	5,225	5,487	5,761
Information Systems Coordinator	3,844	4,036	4,238	4,450	4,673
proposed range	3,769	3,957	4,155	4,363	4,581
current range	3,449	3,622	3,803	3,993	4,193
Network Administrator	3,844	4,036	4,238	4,450	4,673
proposed range	3,769	3,957	4,155	4,363	4,581
current range	3,506	3,682	3,866	4,059	4,262
Data Processing Manager	4,257	4,470	4,693	4,928	5,174
proposed range	4,174	4,382	4,601	4,831	5,073
current range	4,438	4,660	4,893	5,138	5,395
Senior Programmer Analyst	3,844	4,036	4,238	4,450	4,673
proposed range	3,769	3,957	4,155	4,363	4,581
current range	3,506	3,682	3,866	4,059	4,262
Administrative Assistant	3,425	3,597	3,777	3,965	4,164
proposed range	3,358	3,526	3,702	3,888	4,082
current range	3,217	3,378	3,546	3,724	3,910
Senior Services Coordinator	3,123	3,279	3,443	3,615	3,795
proposed range	3,061	3,214	3,375	3,544	3,721
current range	3,076	3,230	3,391	3,561	3,739
Arts Coordinator	3,123	3,279	3,443	3,615	3,795
proposed range	3,061	3,214	3,375	3,544	3,721
current range	2,972	3,120	3,276	3,440	3,612
Senior Planner	4,307	4,523	4,749	4,986	5,236
proposed range	4,223	4,434	4,656	4,889	5,133
current range	4,473	4,697	4,932	5,178	5,437
Community Improvement Manager	4,317	4,533	4,760	4,998	5,248
proposed range	4,233	4,444	4,667	4,900	5,145
current range	3,357	3,525	3,702	3,887	4,081
Chief Building Inspector	4,876	5,120	5,376	5,645	5,927
proposed range	4,781	5,020	5,271	5,534	5,811
current range	4,473	4,697	4,932	5,178	5,437
Accounting Manager	4,715	4,951	5,199	5,458	5,731
proposed range	4,623	4,854	5,097	5,351	5,619
current range	4,327	4,543	4,770	5,009	5,259

Classification	Proposed Salary Range w/cola				
	A	B	C	D	E
Accountant II	4,086	4,290	4,505	4,730	4,966
proposed range	4,006	4,206	4,416	4,637	4,869
current range	3,747	3,934	4,131	4,337	4,554
Accountant I	3,242	3,404	3,574	3,753	3,940
proposed range	3,178	3,337	3,504	3,679	3,863
current range	3,257	3,420	3,591	3,770	3,959
Revenue Manager	4,100	4,305	4,520	4,746	4,984
proposed range	4,020	4,221	4,432	4,653	4,886
current range	3,257	3,420	3,591	3,770	3,959
Purchasing Officer	4,100	4,305	4,520	4,746	4,984
proposed range	4,020	4,221	4,432	4,653	4,886
current range	3,745	3,933	4,130	4,337	4,554
Fire Division Chief	5,641	5,923	6,219	6,530	6,856
proposed range	5,530	5,807	6,097	6,402	6,722
current range	4,839	5,082	5,337	5,604	5,885
Fire Battalion Chief	4,905	5,150	5,408	5,678	5,962
proposed range	4,809	5,049	5,302	5,567	5,845
current range	4,182	4,391	4,610	4,841	5,083
Senior Human Resource Analyst	4,086	4,290	4,505	4,730	4,966
proposed range	4,006	4,206	4,416	4,637	4,869
current range	3,746	3,933	4,130	4,336	4,553
Risk Manager	4,086	4,290	4,505	4,730	4,966
proposed range	4,006	4,206	4,416	4,637	4,869
current range	4,155	4,363	4,581	4,810	5,051
Supervising Librarian	4,086	4,290	4,505	4,730	4,966
proposed range	4,006	4,206	4,416	4,637	4,869
current range	3,778	3,967	4,165	4,373	4,592
Children's Librarian	3,553	3,731	3,917	4,113	4,319
proposed range	3,483	3,657	3,840	4,032	4,234
current range	3,508	3,683	3,868	4,061	4,264
Police Captain	5,301	5,566	5,844	6,136	6,443
proposed range	5,301	5,566	5,844	6,163	6,443
current range	5,199	5,459	5,732	6,019	6,320
Police Lieutenant	4,610	4,840	5,082	5,336	5,603
proposed range	4,610	4,840	5,082	5,336	5,603
current range	4,492	4,717	4,952	5,200	5,460
Police Sergeant (NE)	4,008	4,209	4,419	4,640	4,872
proposed range	4,008	4,209	4,419	4,640	4,872
current range	3,880	4,074	4,278	4,491	4,716
Police Volunteer Supervisor	3,114	3,270	3,433	3,605	3,785
proposed range	3,053	3,206	3,366	3,534	3,711
current range	2,679	2,813	2,953	3,101	3,256

Classification	Proposed Salary Range w/cola				
	A	B	C	D	E
Fleet and Facilities Manager	4,384	4,603	4,833	5,075	5,328
proposed range	4,298	4,513	4,738	4,975	5,224
current range	4,393	4,613	4,844	5,086	5,340
Transportation Manager	4,384	4,603	4,833	5,075	5,328
proposed range	4,298	4,513	4,738	4,975	5,224
current range	3,613	3,794	3,984	4,183	4,392
City Engineer	5,609	5,889	6,184	6,493	6,818
proposed range	5,499	5,774	6,063	6,366	6,684
current range	5,501	5,776	6,064	6,368	6,686
Senior Civil Engineer	4,877	5,121	5,377	5,646	5,928
proposed range	4,782	5,021	5,272	5,535	5,812
current range	4,355	4,572	4,801	5,041	5,293
Street Superintendent	4,384	4,603	4,833	5,075	5,328
proposed range	4,298	4,513	4,738	4,975	5,224
current range	4,202	4,412	4,633	4,865	5,108
Water/Wastewater Superintendent	5,095	5,349	5,617	5,898	6,192
proposed range	4,995	5,244	5,507	5,782	6,071
current range	4,622	4,853	5,096	5,350	5,618
Asst Water/WW Superintendent	4,430	4,651	4,884	5,128	5,385
proposed range	4,343	4,560	4,788	5,028	5,279
current range	4,019	4,220	4,431	4,652	4,885
Asst WW Treatment Superintendent	4,430	4,651	4,884	5,128	5,385
proposed range	4,343	4,560	4,788	5,028	5,279
current range	4,019	4,220	4,431	4,652	4,885
Parks Superintendent	4,384	4,603	4,833	5,075	5,328
proposed range	4,298	4,513	4,738	4,975	5,224
current range	3,994	4,193	4,403	4,623	4,854
Recreation Supervisor	3,123	3,279	3,443	3,615	3,795
proposed range	3,061	3,214	3,375	3,544	3,721
current range	3,076	3,230	3,391	3,561	3,739
Management Analyst I	3,089	3,244	3,406	3,576	3,755
proposed range	3,029	3,181	3,340	3,507	3,682
Management Analyst II	3,553	3,731	3,917	4,113	4,319
proposed range	3,483	3,657	3,840	4,032	4,234
Management Analyst III	4,086	4,290	4,505	4,730	4,968
proposed range	4,006	4,206	4,416	4,637	4,869

# City Manager Recommendation

1)	Mid-Management Employees (55 employees)	Annual Cost	Effective Date (1st full pay period of)
	Adoption of Proposed Salary Ranges (Equity Adjustment of 6% overall for Mid-Mgmt)	\$180,362	November, 1999
	2% COLA 2.5% COLA/year for following three years	\$74,142	July, 2000 July, '01,'02,'03
	2% Deferred Compensation Match	\$74,142	November, 1999
	2% @ 55 Retirement  <i>Five Year Total Cost - 17.5%</i>		to be reviewed

# City Manager Recommendation

2)	Management Employees (12 employees)	Annual Cost	Effective Date (1st full pay period of)
	3% COLA	\$30,497	January, 2000
	3% COLA/year for following four years		January, '01,'02,'03,'04
	2% Deferred Compensation Match	\$20,332	January, 2000
	2% @ 55 Retirement		to be reviewed
	<i>Five Year Total Cost - 17.0%</i>		
3)	Confidential Employees (6 employees)	Annual Cost	Effective Date (1st full pay period of)
	3% Deferred Compensation Match	\$5,822	January, 2000

RESOLUTION NO. 99-187

A RESOLUTION OF THE LODI CITY COUNCIL APPROVING  
MID-MANAGEMENT, MANAGEMENT AND CONFIDENTIAL  
EMPLOYEES COMPENSATION ADJUSTMENTS

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RESOLVED, that the Lodi City Council does hereby approve Compensation Adjustments for Mid-Management, Management and Confidential Employees, as shown as follows:

Mid-Management Employees

1. 6% overall average equity adjustment effective the first full pay period of November, 1999 (Refer to Exhibit A for adjusted salary ranges)
2. 2% Cost of Living Adjustment (COLA) effective the first full pay period in July 2000
3. 2.5% COLA effective the first full pay period in July 2001, 2002, and 2003
4. 2% Deferred Compensation match effective November, 1999

Management Employees

1. 3% COLA effective the first full pay period in January 2000, 2001, 2002, 2003, 2004
2. 2% Deferred Compensation match effective January 2000

Confidential Employees

1. 3% Deferred Compensation match effective January 2000

The aforementioned COLA's do not include the Librarian (set by Library Board), Council appointees (set by Council), or Police Mid-Management employees (scheduled to receive a 3 ½% COLA).

Dated: November 17, 1999

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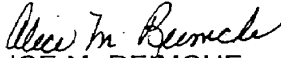
I hereby certify that Resolution No. 99-187 was passed and adopted by the City Council of the City of Lodi in a regular meeting held November 17, 1999 by the following vote:

AYES: COUNCIL MEMBERS – Hitchcock, Mann, Pennino and Land (Mayor)

NOES: COUNCIL MEMBERS – Nakanishi

ABSENT: COUNCIL MEMBERS – None

ABSTAIN: COUNCIL MEMBERS – None

  
ALICE M. REIMCHE  
City Clerk



Classification	Proposed Salary Range w/cola				
	A	B	C	D	E
Deputy City Attorney II	4,960	5,208	5,469	5,742	6,029
proposed range	4,863	5,106	5,361	5,630	5,911
current range	4,269	4,482	4,706	4,941	5,188
Deputy City Attorney I	4,134	4,340	4,557	4,785	5,025
proposed range	4,053	4,255	4,468	4,691	4,926
current range	3,512	3,688	3,872	4,066	4,269
Information Systems Manager	4,682	4,917	5,162	5,421	5,692
proposed range	4,591	4,820	5,061	5,314	5,580
current range	4,740	4,977	5,225	5,487	5,761
Information Systems Coordinator	3,844	4,036	4,238	4,450	4,673
proposed range	3,769	3,957	4,155	4,363	4,581
current range	3,449	3,622	3,803	3,993	4,193
Network Administrator	3,844	4,036	4,238	4,450	4,673
proposed range	3,769	3,957	4,155	4,363	4,581
current range	3,506	3,682	3,866	4,059	4,262
Data Processing Manager	4,257	4,470	4,693	4,928	5,174
proposed range	4,174	4,382	4,601	4,831	5,073
current range	4,438	4,660	4,893	5,138	5,395
Senior Programmer Analyst	3,844	4,036	4,238	4,450	4,673
proposed range	3,769	3,957	4,155	4,363	4,581
current range	3,506	3,682	3,866	4,059	4,262
Administrative Assistant	3,425	3,597	3,777	3,965	4,164
proposed range	3,358	3,526	3,702	3,888	4,082
current range	3,217	3,378	3,546	3,724	3,910
Senior Services Coordinator	3,123	3,279	3,443	3,615	3,795
proposed range	3,061	3,214	3,375	3,544	3,721
current range	3,076	3,230	3,391	3,561	3,739
Arts Coordinator	3,123	3,279	3,443	3,615	3,795
proposed range	3,061	3,214	3,375	3,544	3,721
current range	2,972	3,120	3,276	3,440	3,612
Senior Planner	4,307	4,523	4,749	4,986	5,236
proposed range	4,223	4,434	4,656	4,889	5,133
current range	4,473	4,697	4,932	5,178	5,437
Community Improvement Manager	4,317	4,533	4,760	4,998	5,248
proposed range	4,233	4,444	4,667	4,900	5,145
current range	3,357	3,525	3,702	3,887	4,081
Chief Building Inspector	4,876	5,120	5,376	5,645	5,927
proposed range	4,781	5,020	5,271	5,534	5,811
current range	4,473	4,697	4,932	5,178	5,437
Accounting Manager	4,715	4,951	5,199	5,458	5,731
proposed range	4,623	4,854	5,097	5,351	5,619
current range	4,327	4,543	4,770	5,009	5,259

Classification	Proposed Salary Range w/cola				
	A	B	C	D	E
Accountant II	4,086	4,290	4,505	4,730	4,966
proposed range	4,006	4,206	4,416	4,637	4,869
current range	3,747	3,934	4,131	4,337	4,554
Accountant I	3,242	3,404	3,574	3,753	3,940
proposed range	3,178	3,337	3,504	3,679	3,863
current range	3,257	3,420	3,591	3,770	3,959
Revenue Manager	4,100	4,305	4,520	4,746	4,984
proposed range	4,020	4,221	4,432	4,653	4,886
current range	3,257	3,420	3,591	3,770	3,959
Purchasing Officer	4,100	4,305	4,520	4,746	4,984
proposed range	4,020	4,221	4,432	4,653	4,886
current range	3,745	3,933	4,130	4,337	4,554
Fire Division Chief	5,641	5,923	6,219	6,530	6,856
proposed range	5,530	5,807	6,097	6,402	6,722
current range	4,839	5,082	5,337	5,604	5,885
Fire Battalion Chief	4,905	5,150	5,408	5,678	5,962
proposed range	4,809	5,049	5,302	5,567	5,845
current range	4,182	4,391	4,610	4,841	5,083
Senior Human Resource Analyst	4,086	4,290	4,505	4,730	4,966
proposed range	4,006	4,206	4,416	4,637	4,869
current range	3,746	3,933	4,130	4,336	4,553
Risk Manager	4,086	4,290	4,505	4,730	4,966
proposed range	4,006	4,206	4,416	4,637	4,869
current range	4,155	4,363	4,581	4,810	5,051
Supervising Librarian	4,086	4,290	4,505	4,730	4,966
proposed range	4,006	4,206	4,416	4,637	4,869
current range	3,778	3,967	4,165	4,373	4,592
Children's Librarian	3,553	3,731	3,917	4,113	4,319
proposed range	3,483	3,657	3,840	4,032	4,234
current range	3,508	3,683	3,868	4,061	4,264
Police Captain	5,301	5,566	5,844	6,136	6,443
proposed range	5,301	5,566	5,844	6,163	6,443
current range	5,199	5,459	5,732	6,019	6,320
Police Lieutenant	4,610	4,840	5,082	5,336	5,603
proposed range	4,510	4,840	5,082	5,336	5,603
current range	4,492	4,717	4,952	5,200	5,460
Police Sergeant (NE)	4,008	4,209	4,419	4,640	4,872
proposed range	4,008	4,209	4,419	4,640	4,872
current range	3,880	4,074	4,278	4,491	4,716
Police Volunteer Supervisor	3,114	3,270	3,433	3,605	3,785
proposed range	3,053	3,206	3,366	3,534	3,711
current range	2,679	2,813	2,953	3,101	3,256

Classification	Proposed Salary Range w/cola				
	A	B	C	D	E
Fleet and Facilities Manager	4,384	4,603	4,833	5,075	5,328
proposed range	4,298	4,513	4,738	4,975	5,224
current range	4,393	4,613	4,844	5,086	5,340
Transportation Manager	4,384	4,603	4,833	5,075	5,328
proposed range	4,298	4,513	4,738	4,975	5,224
current range	3,613	3,794	3,984	4,183	4,392
City Engineer	5,609	5,889	6,184	6,493	6,818
proposed range	5,499	5,774	6,063	6,366	6,684
current range	5,501	5,776	6,064	6,368	6,686
Senior Civil Engineer	4,877	5,121	5,377	5,646	5,928
proposed range	4,782	5,021	5,272	5,535	5,812
current range	4,355	4,572	4,801	5,041	5,293
Street Superintendent	4,384	4,603	4,833	5,075	5,328
proposed range	4,298	4,513	4,738	4,975	5,224
current range	4,202	4,412	4,633	4,865	5,108
Water/Wastewater Superintendent	5,095	5,349	5,617	5,898	6,192
proposed range	4,995	5,244	5,507	5,782	6,071
current range	4,622	4,853	5,096	5,350	5,618
Asst Water/MWW Superintendent	4,430	4,651	4,884	5,128	5,385
proposed range	4,343	4,560	4,788	5,028	5,279
current range	4,019	4,220	4,431	4,652	4,885
Asst WW Treatment Superintendent	4,430	4,651	4,884	5,128	5,385
proposed range	4,343	4,560	4,788	5,028	5,279
current range	4,019	4,220	4,431	4,652	4,885
Parks Superintendent	4,384	4,603	4,833	5,075	5,328
proposed range	4,298	4,513	4,738	4,975	5,224
current range	3,994	4,193	4,403	4,623	4,854
Recreation Supervisor	3,123	3,279	3,443	3,615	3,795
proposed range	3,061	3,214	3,375	3,544	3,721
current range	3,076	3,230	3,391	3,561	3,739
Management Analyst I	3,089	3,244	3,406	3,576	3,755
proposed range	3,029	3,181	3,340	3,507	3,682
Management Analyst II	3,553	3,731	3,917	4,113	4,319
proposed range	3,483	3,657	3,840	4,032	4,234
Management Analyst III	4,086	4,290	4,505	4,730	4,968
proposed range	4,006	4,206	4,416	4,637	4,869